A3940-1.7-V

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Irvine - Graduate School of Management
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991, through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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ISSN 1048-7743

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	116	834	$26420	$26777	$29000	$27500	$21995	351	3608	$25753	$26642	$28800	$26500	$21737
BUSINESS ADMIN (INCL MGMT	102	572	27415	24700	34000	27500	21000	168	1538	26112	24019	33600	26550	18200
DISTRIBUTION MANAGEMENT	1	10	24700	26335	*	*	*	3	28	25367	27081	*	*	*
ECONOM & FINANCE (BANKING	60	482	25317	25575	32000	26500	18000	152	1720	25560	25819	32000	26000	18600
HOTEL/RESTAURANT MGMT.	18	31	22260	21577	*	*	*	19	149	22173	21220	*	*	*
HUMAN RSRCS (incl LABOR R	8	31	24625	23052	*	*	*	27	124	24259	23812	30000	24000	19200
MANAGEMENT INFO SYSTEMS	6	97	28549	27656	*	*	*	22	419	28967	28237	32000	29400	26000
MARKETING/MARK MGMT (RESR	49	393	24025	23330	30000	24000	19000	128	1473	24132	23713	30000	24000	19000
REAL ESTATE	+	5	+	23000				2	12	21250	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	+	38	+	20985				2	89	23780	21490	*	*	*
COMMUNICATIONS	17	116	21406	21495	*	*	*	35	309	22132	21852	27600	22300	14400
JOURNALISM	6	44	21283	18031	*	*	*	9	147	20616	19821	*	*	*
TELECOMMUN/BROADCASTING	1	19	19000	19400	*	*	*	2	71	23500	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	50	238	15592	18733	23213	12996	10000	82	511	16984	19439	23213	17650	10000
PRE-ELEMENTARY EDUCATION	+	11	+	17063				+	41	+	16724			
PHYSICAL EDUCATION	5	17	23293	21540	*	*	*	8	46	20958	20137	*	*	*
SPECIAL EDUCATION	13	41	18594	20454	*	*	*	18	91	20072	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	17762				+	32	+	20628			
TEXTILES & CLOTHING	1	33	15600	20269	*	*	*	6	115	19933	20940	*	*	*
MERCHANDISING MANAGEMENT	+	5	+	20532				+	49	+	20967			
HUMANITIES														
FOREIGN LANGUAGES	5	33	16323	21405	*	*	*	6	69	17102	21526	*	*	*
LETTERS (incl English, Li	6	97	20286	22444	*	*	*	18	208	22866	21937	*	*	*
VISUAL & PERFORMING ARTS	2	42	27842	20315	*	*	*	8	105	21256	19913	*	*	*
HUMANITIES - OTHER	2	39	19600	25081	*	*	*	9	119	22029	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	20	+	24446				3	78	20000	22280	*	*	*
HISTORY	3	48	21733	23408	*	*	*	9	116	23489	23441	*	*	*
POLITICAL SCIENCE/GOVT	9	87	23833	23537	*	*	*	25	218	23480	23252	30000	23000	11400
PSYCHOLOGY	7	81	23114	20519	*	*	*	16	232	21911	20541	*	*	*
SOCIOLOGY	3	31	20413	21065	*	*	*	8	94	23243	20431	*	*	*
SOCIAL SCIENCES-OTHER	3	50	20333	20966	*	*	*	7	177	25028	21375	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	45	32908	31302	*	*	*	22	168	31841	30667	35500	31200	29500
AGRICULTURAL	1	6	32400	26161	*	*	*	5	45	32380	30249	*	*	*
ARCHITECTURAL	6	17	28850	28049	*	*	*	7	67	29590	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	18	303	38706	37989	*	*	*	28	1655	37985	37492	40400	38750	36000
CIVIL	30	257	32933	29634	37600	32750	30000	60	1086	33310	29658	39500	33000	29000
COMPUTER	5	42	33260	31860	*	*	*	15	243	32864	32280	*	*	*
ELECTRICAL/ELECTRONIC	62	501	34101	33191	38000	34100	29500	126	2141	33626	33190	38000	34000	26519

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	4	5	$25146	$25317	*	*	*	5	11	$25397	$27317	*	*	*
INDUSTRIAL	20	131	31905	31597	$35000	$33000	$27000	35	545	32174	32131	$35000	$33000	$28000
MECHANICAL	45	538	34084	33971	38400	34320	28620	82	2431	33010	33999	38400	32850	28000
METALLURGICAL	1	26	34800	32810	*	*	*	2	177	33900	33314	*	*	*
MINING (INCL GEOLOGICAL)	+	29	+	32126				2	77	33200	31738	*	*	*
NUCLEAR	+	12	+	31699				+	33	+	32175			
PETROLEUM	+	17	+	37924				+	198	+	38882			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	58	174	32039	30513	35500	32500	29500	78	354	31863	30098	35400	32000	28600
INDUSTRIAL TECHNOLOGY	+	41	+	28197				+	76	+	28403			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	23	36	25245	24387	30000	24000	22500	42	110	25053	23552	30000	25000	20000
ANIMAL SCIENCES	3	9	19000	19578	*	*	*	8	38	26775	21851	*	*	*
PLANT SCIENCES	2	9	31570	23659	*	*	*	3	24	33713	21459	*	*	*
NATURAL RESOURCES	1	8	16800	22472	*	*	*	3	20	22960	21342	*	*	*
OTHER AGRICULTURAL SCIENC	7	18	27695	22742	*	*	*	13	55	26581	23694	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	38	331	32741	30732	38400	32900	28000	86	1093	31487	30696	37000	31350	25500
COMPUTER PROGRAMMING	+	6	+	26500				+	41	+	27111			
INFORMATION SCIENCES & SY	+	22	+	28066				2	222	26000	29218	*	*	*
SYSTEMS ANALYSIS	+	9	+	27599				+	17	+	27521			
HEALTH SCIENCES														
ALLIED HEALTH	+	22	+	27957				+	177	+	29443			
HEALTH SCIENCES	+	9	+	26056				3	50	19576	21861	*	*	*
NURSING	+	142	+	27476				+	392	+	29596			
PHARMACY	+	68	+	39611				+	124	+	39533			
SCIENCES														
ACTUARIAL	+	10	+	29008				+	36	+	31392			
ARCHITECTURAL & ENVIRONME	8	11	23788	23464	*	*	*	15	29	26320	26017	*	*	*
BIOLOGICAL	7	29	29214	22887	*	*	*	10	90	26830	21917	*	*	*
CHEMISTRY	2	24	24000	25927	*	*	*	3	104	23000	26836	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	6	38500	28837	*	*	*	1	33	38500	28463	*	*	*
MATHEMATICS	9	87	36326	26238	*	*	*	16	249	32507	27370	*	*	*
PHYSICS	3	29	33667	29732	*	*	*	4	50	30500	29227	*	*	*
OTHER PHYSICAL & EARTH SC	3	9	31000	23406	*	*	*	3	16	31000	24140	*	*	*
POLYMER SCIENCE	+	+	+	+				+	3	+	34367			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	860	6590						1822	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	130	653	$26749	$27522	$29000	$27500	$23500	266	2697	$25986	$27246	$28500	$27000	$22200
ACCOUNTING (PRIVATE)	29	226	23938	24600	28516	25000	16800	123	1001	25161	25049	29000	25000	21000
COMMERCIAL BANKING (CNSMR	3	58	26933	23217	*	*	*	9	165	23233	22408	*	*	*
COMMERCIAL BANKING (LENDG	6	65	25399	23338	*	*	*	10	202	24140	23638	*	*	*
INVESTMT BANKING (CORP FN	4	25	31000	29594	*	*	*	6	68	30417	29245	*	*	*
INVESTMT BANKNG (M & A)	1	3	19440	24980	*	*	*	1	8	19440	28493	*	*	*
INVESTMT BANKG (REAL EST)	1	6	35000	23107	*	*	*	1	12	35000	22428	*	*	*
INVESTMT BANKG (SALES & T	1	20	40000	23612	*	*	*	7	46	29200	24270	*	*	*
FINANCIAL/TREASURY ANALYS	16	140	26156	26439	*	*	*	48	544	26685	27184	32500	27000	18000
PORTFOLIO MGMT/BROKERAGE	1	15	25000	23987	*	*	*	7	65	23171	24872	*	*	*
UNDERWRITING	8	61	24362	25246	*	*	*	16	200	25062	24681	*	*	*
INSURANCE - CLAIMS	3	66	21115	23773	*	*	*	13	179	22202	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	22	15500	21951	*	*	*	5	54	21800	21100	*	*	*
MEDIA PLANNING	1	13	23213	22155	*	*	*	2	30	26107	21065	*	*	*
REPORTING	+	10	+	15600				4	32	18650	17540	*	*	*
PRODUCTION	4	43	25050	29100	*	*	*	9	98	25989	26403	*	*	*
PUBLIC RELATIONS	3	32	19267	21669	*	*	*	8	86	17943	20912	*	*	*
WRITING / EDITING	4	25	27475	20773	*	*	*	5	63	27980	20711	*	*	*
MARKETING														
ADVERTISING	1	23	20000	19795	*	*	*	4	66	23500	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	7	56	30621	25978	*	*	*	25	181	27390	24918	34700	26000	20000
BUYER/MERCHANDISING	18	76	25412	23642	*	*	*	38	379	26137	23542	31500	26500	22000
DISTRIBUTION	1	26	24700	23575	*	*	*	4	72	25100	25157	*	*	*
MARKET RESEARCH	3	29	25100	22966	*	*	*	7	106	25900	24769	*	*	*
PURCHASING	11	30	28887	27757	*	*	*	14	62	27932	27736	*	*	*
SALES	71	490	24743	24838	32000	25000	18000	153	1570	24474	25205	30000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	23365				2	48	29600	21632	*	*	*
FINANC,TAXA, MONETARY POL	3	35	22667	23906	*	*	*	22	115	23362	23036	26880	23038	20195
ECONOMIC PROGRAMS	+	12	+	21793				4	29	21549	21751	*	*	*
LAW ENFORCEMENT	+	22	+	23995				2	81	28700	23325	*	*	*
MILITARY	1	27	27000	25370	*	*	*	3	82	25288	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				2	13	21000	21877	*	*	*
URBAN / REGIONAL PLANNING	1	19	25000	26008	*	*	*	1	29	25000	23655	*	*	*
ENGINEERING														
BIOENGINEERING	1	18	36000	38784	*	*	*	1	27	36000	35064	*	*	*
DESIGN / CONSTRUCT	33	362	33223	31586	38000	33000	29000	55	1239	33417	31005	39600	33000	27332
ENVIRONMENTAL/SANITATION	7	58	28369	30002	*	*	*	26	217	32813	30725	36000	33000	25596
MANUFACTURING/INDUSTRIAL	17	246	33035	32936	*	*	*	40	1226	32514	33731	37000	32750	28000
SYSTEMS / PROGRAMMING	6	82	33870	32731	*	*	*	16	323	31795	32363	*	*	*
POWER SYSTEMS	16	73	33058	33273	*	*	*	26	304	33503	33228	39600	34000	26252
SOFTWARE DESIGN & DEVELOP	23	95	34917	32293	39000	36000	25000	33	301	34161	32687	38500	34505	25500
HARDWARE DESIGN & DEVELOP	14	64	37441	35397	*	*	*	15	255	37012	34133	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	78	$34383	$34533	*	*	*	12	406	$32608	$34319	*	*	*
TESTING	8	57	30679	31390	*	*	*	19	202	31026	30889	*	*	*
PROCESS ENGINEERING	10	137	38430	37666	*	*	*	16	1259	38173	37659	*	*	*
PROJECT ENGINEERING	48	265	33641	33406	$38000	$33000	$30000	59	1378	33476	33960	$38000	$33000	$30000
OTHER ENGINEERING	66	502	33676	32941	38500	34100	29000	139	1982	32798	32851	38400	32700	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	8	20000	25769	*	*	*	3	36	20667	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				1	10	24000	29053	*	*	*
MEDICAL TECHNOLOGY	1	12	35000	25337	*	*	*	2	56	22500	24888	*	*	*
NURSES / PERSONAL CARE	+	141	+	27482				+	386	+	29486			
OCCUPATIONAL THERAPY	+	1	+	16500				1	39	44000	29291	*	*	*
PHARMACIST	1	68	30000	39537	*	*	*	1	125	30000	39389	*	*	*
PHYSICAL THERAPY	+	11	+	30987				+	35	+	29990			
RESPIRATORY THERAPY	+	+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	+	14	+	20119				1	137	24000	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	11	27000	21636	*	*	*	1	45	27000	20452	*	*	*
COUNSELING	1	38	20400	17831	*	*	*	6	100	16400	17382	*	*	*
FUNDRAISING / DEVELOPMENT	1	7	36500	21071	*	*	*	1	11	36500	19840	*	*	*
SOCIAL WORK	1	25	13440	17422	*	*	*	3	80	20813	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	22	208	32779	28658	36000	32550	30000	42	784	31549	28762	36600	31350	27600
INFORMATION SYSTEMS	6	103	32133	29322	*	*	*	20	356	29150	29740	33000	29400	25000
SYSTEMS ANALYSIS & DESIGN	24	144	32035	31073	36000	31000	28000	46	488	31538	30442	37000	31000	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	20	+	30605				2	70	31500	31759	*	*	*
AGRICULTURE/NAT'L RESOURC	7	34	22257	20594	*	*	*	16	125	24375	21518	*	*	*
ARCHITECTURE	9	9	23200	23200	*	*	*	15	19	25687	25879	*	*	*
CONSULTING	18	132	28012	28237	*	*	*	43	623	27822	29007	35000	28000	19000
HUMAN RESRCS /INDUS RELS	8	36	24375	23215	*	*	*	17	131	25106	23531	*	*	*
MANAGEMENT TRAINEE	84	610	22628	22633	27000	22175	19000	180	1961	23196	22726	29500	22745	18000
MATH/STATISTICIANS	+	27	+	25778				2	60	30100	24606	*	*	*
PARALEGAL	2	23	22800	21967	*	*	*	2	48	22800	21251	*	*	*
RESEARCHERS NON-TECHNICAL	1	12	34000	22016	*	*	*	3	25	26000	22326	*	*	*
RESEARCHERS - TECHNICAL	7	24	26763	24757	*	*	*	9	67	28149	27274	*	*	*
TEACHING	76	432	17692	19484	25000	19561	10000	127	955	18843	20027	25683	20000	10000
TOTALS	860	6590						1822	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 6 SEPTEMBER 1991
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	11	54	$30387	$29840	*	*	*	11	293	$30387	$30996	*	*	*
MBA--NON-TECH	4	198	39750	35269	*	*	*	18	560	36153	35241	*	*	*
MBA--TECH	2	46	39000	37174	*	*	*	2	125	39000	38582	*	*	*
MS-BUSINESS	2	10	25500	31956	*	*	*	2	49	25500	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				3	249	38096	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				+	56	+	38573			
MANAGEMENT INFORMATION SY	+	4	+	38875				+	37	+	36150			
MARKETING/MKTNG MGT (RESE	+	7	+	36718				+	148	+	43182			
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				+	5	+	31200			
COMMUNICATIONS	+	3	+	19067				+	11	+	26524			
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	30338	30338	*	*	*	4	17	24357	24303	*	*	*
ELEMENTARY EDUCATION	8	9	21111	21410	*	*	*	19	38	22795	23657	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	7	14000	23286	*	*	*
READING EDUCATION	+	3	+	23167				1	4	32944	25611	*	*	*
SPECIAL EDUCATION	1	6	21724	25021	*	*	*	6	20	25252	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	2	45609	38305	*	*	*	1	4	45609	27477	*	*	*
LETTERS	+	1	+	24000				+	8	+	25773			
VISUAL & PERFORMING ARTS	1	2	31000	31900	*	*	*	1	7	31000	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	1	3	24000	27333	*	*	*	1	4	24000	26036	*	*	*
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				1	4	28000	25200	*	*	*
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	9	38500	36629	*	*	*	2	24	38500	36195	*	*	*
AGRICULTURAL	+	1	+	36500				+	4	+	32225			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	5	27	38366	40721	*	*	*	6	95	38810	40457	*	*	*

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	5	22	$32520	$32710	*	*	*	6	134	$32672	$34551	*	*	*
COMPUTER	1	4	40000	34075	*	*	*	1	22	40000	38348	*	*	*
ELECTRICAL/ELECTRONIC	23	94	40770	39072	$43000	$40800	$38000	32	267	40189	38804	$43000	$40000	$36000
INDUSTRIAL	11	24	34815	34963	*	*	*	12	56	34498	36121	*	*	*
MECHANICAL	9	48	37944	39002	*	*	*	13	213	36753	38114	*	*	*
METALLURGICAL	+	15	+	41005				+	39	+	39105			
MINING & MINERAL	+	+	+	+				+	14	+	35007			
NUCLEAR	+	3	+	36675				+	10	+	38086			
PETROLEUM	+	7	+	41443				+	38	+	43608			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	29250				+	13	+	28586			
HEALTH SCIENCES	+	6	+	25917				+	23	+	25901			
NURSING	+	1	+	23000				+	5	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	35810				+	9	+	28702			
ARCHITECTURAL & ENVIRONME	+	2	+	25150				+	3	+	26127			
BIOLOGICAL	+	4	+	20350				+	9	+	22384			
CHEMISTRY	+	5	+	31403				+	18	+	33575			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	23	39900	38990	*	*	*	5	160	38060	37894	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	2	18	39500	36239	*	*	*	2	52	39500	36824	*	*	*
MATHEMATICS (INCL ACTUARI	1	16	23213	31023	*	*	*	2	34	16607	30061	*	*	*
PHYSICS	2	5	44500	40000	*	*	*	2	8	44500	35207	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	95	716						154	2945					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	95	$35167	$40066	*	*	*	3	279	$35167	$42877	*	*	*
MBA--TECH	1	31	48000	39415	*	*	*	1	102	48000	45921	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	10	159	38900	44642	*	*	*	12	459	39750	47243	*	*	*
MBA--TECH	5	62	39600	46447	*	*	*	5	223	39600	51034	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	3	196	43333	49644	*	*	*	6	603	38333	50412	*	*	*
MBA--TECH	2	83	55000	55430	*	*	*	3	279	65000	54219	*	*	*
TOTALS	24	626						30	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				2	35	$62550	$58300	*	*	*
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	3	14	$54759	46280	*	*	*	7	25	43907	43780	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				+	11	+	42409			
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	5	7	55040	55171	*	*	*	5	10	55040	52428	*	*	*
CHEMICAL	2	27	51750	52654	*	*	*	2	102	51750	52992	*	*	*
CIVIL	+	4	+	45400				+	10	+	43060			
COMPUTER	3	5	64833	58768	*	*	*	3	10	64833	56584	*	*	*
ELECTRICAL/ELECTRONIC	5	15	55808	51613	*	*	*	6	44	56007	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				+	16	+	46866			
METALLURGICAL	1	3	54000	52773	*	*	*	1	21	54000	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	2	18	49500	45356	*	*	*	3	84	45833	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	1	11	42000	44588	*	*	*	1	21	42000	48205	*	*	*
MATHEMATICS	2	7	51600	43429	*	*	*	2	13	51600	41146	*	*	*
PHYSICS	+	3	+	41667				+	8	+	39913			
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	24	135						32	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28437 154 42000/24000	20000 1		21500 3				24000 1	
BUSINESS ADMIN (INCL MGMT	27590 2						50000 1	29250 4	
ECONOM & FINANCE (BANKING	27750 10			26273 11	31433 27 40000/30000		26500 1	30583 18	29500 1
HUMAN RSRCS (incl LABOR R								15600 1	
MANAGEMENT INFO SYSTEMS							27500 2	26667 3	
MARKETING/MARK MGMT (RESR		18625 4		30000 1	24000 1	20400 5	23000 1		
ADVERTISING		18450 2							
COMMUNICATIONS						22000 1			
JOURNALISM		20400 1							
TELECOMMUN/BROADCASTING						20000 1			
FOREIGN LANGUAGES								33000 1	
LETTERS (incl English, Li					34000 1				
VISUAL & PERFORMING ARTS		20000 1		32000 1		22000 1			
HUMANITIES - OTHER		23000 2			40000 1				25000 1
HISTORY		23000 1			30000 3			29000 4	
POLITICAL SCIENCE/GOVT		22000 1		32000 1	30867 3		24252 2	28750 4	
PSYCHOLOGY				32000 1	32000 1			25000 1	
SOCIOLOGY					30500 1			27000 1	
SOCIAL SCIENCES-OTHER	30167 3	24000 1	25000 1		30200 10			28417 6	
AEROSPACE & AERONAUTICAL								29000 1	
AGRICULTURAL									22067 1
CHEMICAL								38400 2	35800 5
CIVIL							31200 1	27387 3	30398 21 36000/28000

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SFT/D		CONSULT SVCS		ENGINEERING /	
COMPUTER													23000	1	25000	1	33900	1
ELECTRICAL/ELECTRONIC	31000	2							33000	2	36688	9	39260	2	31875	4	33360	2
ENIVRONMENTAL ENGINEERING	–																26000	1
INDUSTRIAL	30000	1													30667	3		
MECHANICAL	31000	1													31938	8	30881	4
ENGINEERING TECHNOLOGY															35000	1		
INDUSTRIAL TECHNOLOGY															29000	1		
COMPUTER SCIENCE	33350	2							39000	2	36000	2	34082	12	30000	10	28000	1
INFORMATION SCIENCES & SY									29000	1								
SYSTEMS ANALYSIS													26500	2	36000	1		
GEOLOGY & GEOLOGICAL SCI															25000	1		
MATHEMATICS	31000	1							34500	2			31000	1	31125	4		
OTHER PHYSICAL & EARTH SC																	21000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	21333	3				27556	9			24375	2				
BUSINESS ADMIN (INCL MGMT	33500	2		21000	1	25530	4			22780	10	21000	1		
ECONOM & FINANCE (BANKING	27300	15		27171	3	27625	12	20500	3	24875	4	60000	1		
HUMAN RSRCS (incl LABOR R														20000	1
MANAGEMENT INFO SYSTEMS	27000	2				28020	5			29400	3				
MARKETING/MARK MGMT (RESR	23333	3				24625	4			20975	15				
ADVERTISING										21500	1				
COMMUNICATIONS						26000	1							15500	2
JOURNALISM														18000	2
MERCHANDISING MANAGEMENT										24400	5				
FOREIGN LANGUAGES	28000	1						15000	1	21000	1				
LETTERS (incl English, Li	30000	1				27000	1	18233	3	21000	1			21000	1
VISUAL & PERFORMING ARTS													20000 1		
HUMANITIES - OTHER						23000	1	18000	1						
CRIMINAL JUSTICE								21500	3						
HISTORY	28000	1		30000	1	30000	1	22175	4	22500	2			21000	2
POLITICAL SCIENCE/GOVT	22500	1		18000	1	22000	1	22071	7	23333	3			24067	3
PSYCHOLOGY						25000	1	19500	1	23960	5				
SOCIOLOGY										23000	1				
SOCIAL SCIENCES-OTHER						28250	2	21975	4	25000	1			18250	2
BIOENGINEERING & BIOMEDIC	35000	1													
ELECTRICAL/ELECTRONIC	40000	3													
MECHANICAL						26000	1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL TECHNOLOGY				27000 1					
COMPUTER SCIENCE	36500 2			32933 3					
INFORMATION SCIENCES & SY						39000 1			
CHEMISTRY					22000 1				
MATHEMATICS	30000 2		25000 1	32563 16					

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				23500 1			24667 1	20000 1	27300 1
BUSINESS ADMIN (INCL MGMT						17195 1		24440 1	26600 1
DISTRIBUTION MANAGEMENT			19800 1						
ECONOM & FINANCE (BANKING	28000 2	17500 1	20000 1	29367 3	21000 1	22915 3		24440 1	26000 1
MANAGEMENT INFO SYSTEMS			23600 1	30000 1					
MARKETING/MARK MGMT (RESR	26075 1		20000 1						
COMMUNICATIONS				25000 1		21023 1			
ELEMENTARY EDUCATION					20683 21 27800/16000				
PRE-ELEMENTARY EDUCATION					17000 1				
PHYSICAL EDUCATION					15000 1				
FOREIGN LANGUAGES						17941 3	17000 1	20800 1	
LETTERS (incl English, Li	16000 1	18000 1	20500 1	16000 1	22695 6		24000 1		
VISUAL & PERFORMING ARTS				21000 1	21091 3				
HUMANITIES - OTHER								17000 1	
HISTORY			20000 1		23750 4				
POLITICAL SCIENCE/GOVT					23443 1	23250 4			
PSYCHOLOGY					19500 2				
SOCIOLOGY						37294 1			16344 1
SOCIAL SCIENCES-OTHER				31500 1	18540 5				
AEROSPACE & AERONAUTICAL						26252 1			
AGRICULTURAL						22500 2			
ARCHITECTURAL						25000 1			
BIOENGINEERING & BIOMEDIC									17000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
CHEMICAL		37500	1							24463	3						
CIVIL										30539	4	31350	4				
ELECTRICAL/ELECTRONIC		38234	3			34416	16			26772	15	33000	1				
INDUSTRIAL						34500	2			26835	3						
MECHANICAL		33000	1	35800	1	34470	14	20000	1	28599	12	33000	1				
NUCLEAR		36000	1			34500	1			30140	2						
NATURAL RESOURCES										16300	1						
OTHER AGRICULTURAL SCIENC										13958	1						
COMPUTER SCIENCE						35000	8	23000	2	26040	1			30000	1		
HEALTH SCIENCES														19725	4	19600	1
NURSING														33784	3		
BIOLOGICAL		21750	2					18300	2							20000	1
MATHEMATICS								20642	2	23084	3	23000	1				
PHYSICS								22000	1	30000	1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT				22000 1					26000 4
ECONOM & FINANCE (BANKING				28000 1	26300 2			28500 1	
MANAGEMENT INFO SYSTEMS							31000 1		30000 3
MARKETING/MARK MGMT (RESR							28020 1		
COMMUNICATIONS				18000 1					24000 1
PHYSICAL EDUCATION	14400 1								
HUMAN ECOLOGY (HOME ECONO				32500 1					
LETTERS (incl English, Li			17000 1	21000 1					
VISUAL & PERFORMING ARTS	25000 1	16400 1							
HUMANITIES - OTHER				13500 1					21000 1
HISTORY			12500 1						
PSYCHOLOGY			12500 1						33000 1
SOCIOLOGY			18000 1						
SOCIAL SCIENCES-OTHER	21200 1		16467 3	19333 3					
AEROSPACE & AERONAUTICAL					34100 1		28800 1		35520 1
CHEMICAL					31000 1				36912 30 40080/36000
CIVIL	23000 1							29707 4	
ELECTRICAL/ELECTRONIC					33223 8		34420 3	21000 1	36100 3
INDUSTRIAL							35880 1		36367 6
MECHANICAL					31128 13	33000 1	33866 18	28500 3	35606 19
NUCLEAR							33320 1		
AGRIBUSINESS						24500 2			
COMPUTER SCIENCE					34000 2				30500 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PHARMACY									45556 9
BIOLOGICAL									28000 3
CHEMISTRY									31533 3
MATHEMATICS				29000 1					32000 1
PHYSICS					33716 5				

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	31000 1	23480 5	23400 1	30500 1			22500 1	24000 1	
BUSINESS ADMIN (INCL MGMT	32070 2	30000 3	25000 1					33000 1	18000 1
ECONOM & FINANCE (BANKING	28380 5	26000 5	30000 2	25700 2	29000 1		22000 1		
HUMAN RSRCS (incl LABOR R	33000 1								
MANAGEMENT INFO SYSTEMS	30000 1	30000 1	21500 2						34000 1
MARKETING/MARK MGMT (RESR	19500 1	22000 1	25588 8						
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION				30000 1					
LETTERS (incl English, Li		29000 1							
HISTORY			35000 1						
SOCIAL SCIENCES-OTHER			37000 1						
AEROSPACE & AERONAUTICAL		34480 3						36500 1	
CHEMICAL	35750 2	36243 6	37500 2	37500 2			37000 1	37050 12	40035 21 43000/39000
CIVIL	30000 1	30725 4	34200 2					20432 2	37033 3
COMPUTER	35200 1	36551 4							
ELECTRICAL/ELECTRONIC	34907 13	34366 40 40000/32000	33600 1	36450 2	33920 3		33720 1	36375 4	40200 3
INDUSTRIAL		33500 1	34000 1						
MECHANICAL	34592 6	33134 33 36000/31200		36163 8	29760 5		29500 1	34283 8	34118 12
NUCLEAR		33500 1							
ENGINEERING TECHNOLOGY	33000 1							30694 4	
INDUSTRIAL TECHNOLOGY		33500 1	31600 1	34800 4					
NATURAL RESOURCES								27000 1	
COMPUTER SCIENCE	33633 21 38000/30000	34383 18	29333 3						34000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
SYSTEMS ANALYSIS		35700 1							
CHEMISTRY	33000 1								
MATHEMATICS	31088 2	32775 4							

AVERAGE SALARY OFFERS SEPTEMBER 1991 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						28000 1	
BUSINESS ADMIN (INCL MGMT						21000 1	
ECONOM & FINANCE (BANKING	23000 1		26000 1	21000 1		28282 7	31000 1
MANAGEMENT INFO SYSTEMS			41000 1			30000 2	
MARKETING/MARK MGMT (RESR			25000 1				22933 3
MERCHANDISING MANAGEMENT					13500 1		
LETTERS (incl English, Li			29000 1		26500 1		23250 4
VISUAL & PERFORMING ARTS						22000 1	
HUMANITIES - OTHER							30000 1
HISTORY							38500 1
POLITICAL SCIENCE/GOVT						40000 1	
PSYCHOLOGY					23000 1		
CHEMICAL		36850 2	36250 2			37350 2	33840 2
ELECTRICAL/ELECTRONIC						36405 8	31500 1
MECHANICAL			33750 2			36124 5	32600 2
OTHER AGRICULTURAL SCIENC							24000 1
COMPUTER SCIENCE							32000 1
BIOLOGICAL			21000 1			22000	
MATHEMATICS	20000 1						
PHYSICS				32800 4		33825 4	29700 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26104 267 33000/22500	23200 5		24124 36 51000/19000	27609 11	24411 15	24622 18	28618 22 38000/21600	26500 2
BACHELOR - TECHNICAL	28100 5		27995 22 37000/21000	27333 6		34750 8	32242 41 60000/24000	30662 25 42000/28000	33030 34 40800/29000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23894 57 36000/18000	24091 11	21060 24 29000/19000	24859 39 50000/18000	21840 1	22407 122 45000/18000	24786 7	21000 6	18543 7
BACHELOR - TECHNICAL	26750 6	32667 3	25000 1	30250 10		26433 11			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24067 6	25000 2	23179 16	31578 10	18794 127 44400/10000	22046 27 35000/20195	25703 32 39000/21085	26998 2	22333 9
BACHELOR - TECHNICAL		32389 9	30663 14	35300 43 50000/30000	29771 8	28310 28 38400/26000	33283 30 45600/25000	39000 2	24528 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16000 2		17048 5	32500 2	25600 19	27000 1	25525 5	24090 8	27928 25 38000/24000
BACHELOR - TECHNICAL					32635 67 57000/29500	23814 30 30000/16000	30233 6	32202 29 43200/28000	32175 16

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27731 29 40000/18000	25233 15	26065 31 32000/24000	30280 5				23700 2	29343 41 37000/26500
BACHELOR - TECHNICAL	32469 59 42000/28000	33405 61 55000/28600	27300 14	31000 2	31797 7	33133 3		26859 5	38641 24 40800/36500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25333 3		27919 5	22000 1	20171 7	24388 17	
BACHELOR - TECHNICAL	29250 2		30580 5		35360 1	35180 15	

AVERAGE SALARY OFFERS — WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32814 7			29496 2					
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	47500 2								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						25569 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					39000 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	39000 3	32500 1	53000 1						
MBA--TECH	39000 2								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25955 222 32500/22200	25514 93 50000/21600		21000 2	30500 2		35000 1	51000 1	23652 5
BUSINESS ADMIN (INCL MGMT	27341 17	25125 4	19900 2	25000 1	30000 1			40000 1	34000 5
ECONOM & FINANCE (BANKING	25416 19	25524 17	24260 5	22800 3	30500 3			29100 2	25971 31 40000/18000
HOTEL/RESTAURANT MGMT.		32000 1				19440 1			
HUMAN RSRCS (incl LABOR R								19200 2	
MANAGEMENT INFO SYSTEMS				27996 1					
MARKETING/MARK MGMT (RESR	25000 1	13000 1							24750 2
REAL ESTATE									18500 1
ADVERTISING		23780 2							
COMMUNICATIONS		14400 1							30000 1
JOURNALISM			24000 1						
LETTERS (incl English, Li			24000 1						
VISUAL & PERFORMING ARTS		23000 1							
HUMANITIES - OTHER									29510 1
HISTORY				21000 1					
POLITICAL SCIENCE/GOVT				27000 1				16800 1	
PSYCHOLOGY	28000 1								
ENGINEERING TECHNOLOGY									30000 1
AGRIBUSINESS	24100 5	26000 1							
ANIMAL SCIENCES		15000 1		30000 1					
COMPUTER SCIENCE									30000 1
HEALTH SCIENCES		16640 1							
MATHEMATICS	29000 1								

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		20000 1					27000 1		
BUSINESS ADMIN (INCL MGMT	19100 2	27342 7	22000 1				30000 1	17300 3	
DISTRIBUTION MANAGEMENT							24700 1		
ECONOM & FINANCE (BANKING	250 3	25625 4	21700 2			21600 1		27000 1	
HOTEL/RESTAURANT MGMT.			19944 1						
HUMAN RSRCS (incl LABOR R			24250 4						
MARKETING/MARK MGMT (RESR		30000 1	28440 2	30000 1	29000 1				
REAL ESTATE	24000 1								
COMMUNICATIONS			19000 2	17000 2				14400 2	
JOURNALISM						15000 1		21840 1	15000 1
TEXTILES & CLOTHING		15600 1							
FOREIGN LANGUAGES		10000 1			23213 1				
LETTERS (incl English, Li						12000 1			30000 1
VISUAL & PERFORMING ARTS				24000 1					
POLITICAL SCIENCE/GOVT			11400 1						30900 1
ELECTRICAL/ELECTRONIC							31700 1		
ENGINEERING TECHNOLOGY		31500 1					22500 3		34000 1
ANIMAL SCIENCES								14000 1	
OTHER AGRICULTURAL SCIENC							32000 1		
ARCHITECTURAL & ENVIRONME				21000 1					
BIOLOGICAL									30000 1
CHEMISTRY							21000 1		
MATHEMATICS	25000 1					26000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING		28800 1						28000 1	23234 16
BUSINESS ADMIN (INCL MGMT		26729 9	27588 25 34800/23000		27250 2	27595 10	23544 16		
DISTRIBUTION MANAGEMENT				25700 2					
ECONOM & FINANCE (BANKING		30000 2			28000 2	19500 1	23499 13		23841 5
HUMAN RSRCS (incl LABOR R							30000 1		
MARKETING/MARK MGMT (RESR	17000 1	24494 5	22222 9	24500 2	22900 2		24761 64 45000/19900		23000 1
COMMUNICATIONS		31333 2					23182 11		
JOURNALISM	20000 1						23000 1		
TELECOMMUN/BROADCASTING			28000 1						
FOREIGN LANGUAGES							24000 1		
LETTERS (incl English, Li	28500 2	23300 1					16000 2		
VISUAL & PERFORMING ARTS						30000 1	18000 1		
HUMANITIES --OTHER							22000 1		
HISTORY							20000 2		
POLITICAL SCIENCE/GOVT							20800 4		
PSYCHOLOGY			26000 1				22371 7		
SOCIOLOGY							25000 1	31200 1	
SOCIAL SCIENCES-OTHER							21000 1		
ELECTRICAL/ELECTRONIC		34700 1					33500 1		
INDUSTRIAL						41600 1	30250 4		
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY		36250 1					31540 4		
AGRIBUSINESS		25333 3	24750 2		25000 1	24000 1	25347 9		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							30000	1		
COMPUTER SCIENCE							15996	2		
HEALTH SCIENCES							19000	1		
BIOLOGICAL							32000	4		

AVERAGE SALARY OFFERS BY CURRICULUM/FUNCTION — SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			25764 1						24350 2
ECONOM & FINANCE (BANKING	21000 2								
LETTERS (incl English, Li		20200 1							
CRIMINAL JUSTICE				21000 2					
HISTORY		37200 1							
POLITICAL SCIENCE/GOVT	24000 1								
PSYCHOLOGY			23100 1						
SOCIAL SCIENCES-OTHER	20195 1								
AEROSPACE & AERONAUTICAL									30160 1
AGRICULTURAL								32750 2	
ARCHITECTURAL							30516 2		
CHEMICAL							27000 1	36000 1	42000 1
CIVIL							33298 21 42000/28000	34662 14	
COMPUTER							38000 1		
ELECTRICAL/ELECTRONIC			27000 1			36000 1	35396 13	36000 1	33671 7
ENIVRONMENTAL ENGINEERING								25146 4	
INDUSTRIAL									32509 10
MECHANICAL							33358 9	32450 4	34338 8
METALLURGICAL							34800 1		
ENGINEERING TECHNOLOGY							31583 6		32150 8
AGRIBUSINESS									31000 2
OTHER AGRICULTURAL SCIENC									25000 1
ARCHITECTURAL & ENVIRONME					25000 1		28000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	37800 1					38400 1			31000 1
ECONOM & FINANCE (BANKING				35000 1				40000 1	
MANAGEMENT INFO SYSTEMS	28800 1								
AEROSPACE & AERONAUTICAL	32240 1				30250 2	29913 5		30425 4	34037 9
AGRICULTURAL									34200 2
ARCHITECTURAL								41600 1	29250 2
CHEMICAL					38500 1		38905 13	37500 1	37680 10
CIVIL								32451 13	32601 10
COMPUTER	29438 4		30533 6					36000 1	35500 1
ELECTRICAL/ELECTRONIC	33300 2	33000 14	34750 4	37860 10	35400 3	31860 5	32000 1	34109 7	32645 46 40716/26252
ENIVRONMENTAL ENGINEERING					26400 1				
INDUSTRIAL	34500 1				32400 1	33067 3		33500 2	30800 6
MECHANICAL		34137 10		34000 1	33333 3	30016 2	38000 1	33822 12	31994 28 40800/27000
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								34000 1	32400 1
ENGINEERING TECHNOLOGY		33860 2		35860 3		33000 1	35000 1	32820 15	33177 18
COMPUTER SCIENCE	31364 5		33358 19						31240 2
ARCHITECTURAL & ENVIRONME					27300 1				
CHEMISTRY						24000 1			
GEOLOGY & GEOLOGICAL SCI								38500 1	
MATHEMATICS	34200 1		43764 3						
PHYSICS			40000 1						24500 2
OTHER PHYSICAL & EARTH SC						26000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	17000 1								
ECONOM & FINANCE (BANKING	25000 1								
MARKETING/MARK MGMT (RESR									24000 1
SOCIAL SCIENCES-OTHER	20000 1								
ELECTRICAL/ELECTRONIC					44000 1				
MECHANICAL			35000 1						
NATURAL RESOURCES		24000 1							
OTHER AGRICULTURAL SCIENC						30000 1			
BIOLOGICAL			10000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						26000 1			
BUSINESS ADMIN (INCL MGMT	27000 1				29600 2	33500 2	34171 7		
ECONOM & FINANCE (BANKING						27000 1	20500 1	32000 1	
HUMAN RSRCS (incl LABOR R		18000 1							
MANAGEMENT INFO SYSTEMS					31050 2	27889 9	30396 5		
MARKETING/MARK MGMT (RESR					27000 1				
COMMUNICATIONS					20000 1				
HUMANITIES - OTHER		18000 1							
POLITICAL SCIENCE/GOVT		22000 1					28000 1		
PSYCHOLOGY		13467 3							
SOCIOLOGY				13440 1					
SOCIAL SCIENCES-OTHER				24500 2					
COMPUTER					41253 2				
ELECTRICAL/ELECTRONIC					34500 2		31000 1		
INDUSTRIAL						33000 2	41000 1		
MECHANICAL						31000 1			
ENGINEERING TECHNOLOGY							30500 2		
AGRIBUSINESS					33000 1				24875 8
ANIMAL SCIENCES									24600 2
PLANT SCIENCES			36500 1						
NATURAL RESOURCES									16800 1
OTHER AGRICULTURAL SCIENC									25000 5
COMPUTER SCIENCE					31168 28 42000/28000	31500 2	31602 25 41000/28000		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY						26000 2			
BIOLOGICAL							24000 1		
MATHEMATICS					33540 1		32000 2	31000 1	
PHYSICS					33000 1				
OTHER PHYSICAL & EARTH SC					33000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL		RESEARCHERS NO		RESEARCHERS -	TEACHING	
ACCOUNTING		34000	1			20583	3								
BUSINESS ADMIN (INCL MGMT		23304	5			22406 29400/19000	35		24000	1	30000	1			
ECONOM & FINANCE (BANKING		27714	7	24000	2	24700	18						33000	2	20000 1
HOTEL/RESTAURANT MGMT.				23000	2	21707	14								
HUMAN RSRCS (incl LABOR R		24000	1	25575	8	25571	7				14000	1			25000 2
MANAGEMENT INFO SYSTEMS		31667	3			20400	1								
MARKETING/MARK MGMT (RESR		26000	2	22000	2	22982 31000/18000	29								
COMMUNICATIONS		26667	3			21176	10								
JOURNALISM						22233	3								
TELECOMMUN/BROADCASTING		19000	1												
ELEMENTARY EDUCATION														16984 34985/10000	82
PHYSICAL EDUCATION		17000	1											21523	7
SPECIAL EDUCATION														20072	18
TEXTILES & CLOTHING						20800	5								
FOREIGN LANGUAGES						12200	2							21000	1
LETTERS (incl English, Li						22034	7							29428	2
VISUAL & PERFORMING ARTS														18763	4
HUMANITIES - OTHER		18200	1			22217	3							21950	2
CRIMINAL JUSTICE						18000	1								
HISTORY						22050	4							25000	1
POLITICAL SCIENCE/GOVT		44400	1	28065	3	21500	9		21600	1					
PSYCHOLOGY						26750	2							22983	1
SOCIOLOGY						23260	5								

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER				32500 2					
AGRICULTURAL		28000 1							
ARCHITECTURAL	23000 2								
CIVIL		35000 1						31200 1	
ELECTRICAL/ELECTRONIC		17250 1		32267 3					
INDUSTRIAL		29000 2		27750 2					
MECHANICAL		31000 1							
ENGINEERING TECHNOLOGY	23600 3	33375 4		28775 4					
AGRIBUSINESS		27800 2		21929 7					
ANIMAL SCIENCES				48000 1				28000 1	
PLANT SCIENCES								26640 1	38000 1
NATURAL RESOURCES		28080 1							
OTHER AGRICULTURAL SCIENC				27956 3				25000 1	24690 1
COMPUTER SCIENCE		33500 2							
HEALTH SCIENCES									23088 1
ARCHITECTURAL & ENVIRONME	26850 10	25000 1							
BIOLOGICAL		23800 1						26250 2	
CHEMISTRY								24000 1	
MATHEMATICS					30100 2				28629 3
OTHER PHYSICAL & EARTH SC							34000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26010 260 32500/22200	25310 120 50000/21045	23233 9	23488 9	30417 6	19440 1	35000 1	29200 7	26540 46 50000/18000
BACHELOR - TECHNICAL	24917 6	19213 3		30000 1					30000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22867 6	24633 15	22202 13	22000 4	26107 2	16200 3	27233 3	18506 7	25300 3
BACHELOR - TECHNICAL	25000 1	31500 1		21000 1		26000 1	25367 6	14000 1	32000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	23500 4	26890 20 40000/20000	26214 36 34800/22000	25100 4	26050 6	27121 12	23783 126 45000/18000	29600 2	23362 22 32000/20195
BACHELOR - TECHNICAL		29390 5	24750 2		25000 1	32800 2	27695 27 35000/19992		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21549 4	28700 2	24432 2	21000 2					24350 2
BACHELOR - TECHNICAL			27000 1		25000 1	36000 1	33417 55 55000/27332	32813 26 45600/25596	32943 38 43200/28500

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	33300 2			35000 1		38400 1		40000 1	
BACHELOR - TECHNICAL	31579 14	33503 26 50000/26252	34161 33 60000/25500	37156 14	32608 12	30616 18	38173 16	33363 58 41600/30000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	20667 3								
BACHELOR - TECHNICAL		24000 1	22500 2		44000 1	30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	27000 1	16400 6		20813 3	28050 6	28538 13	31406 14	32000 1	
BACHELOR - TECHNICAL			36500 1		32132 36 42000/28000	30286 7	31596 32 41000/28000	31000 1	24375 16

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26697 26 44400/18200	25106 17	22641 160 45000/18000		22800 2	22000 2	33000 2	18359 121 36900/10000
BACHELOR - TECHNICAL	25687 15	29542 17		27638 20 48000/20000	30100 2		34000 1	26763 7	28611 6